

# **EXHIBIT C**

(CHIEF BURTON, JOSEPH)

Message Title: DETECTIVE

Date/Time: 05/24/2002 5:02 PM

From: CHIEF BURTON, JOSEPH

To: 128 R6148 B0275 Q9812 M7686 W1980 S0622 G0133 C7232 S2573  
 C5648 K0061 R4976 A2032 C6959 D7223 B9047 S2055 P2720 M3767  
 G8086 S7151 M4167 F3898 F2777 B5001 S4957 P8961 W9905 F0564  
 S3837 J7665 B4341 E0518 D4276 M0549 J6298 L9457 M6552 D6945  
 Z8491 S1086 D7316 R0605 A3390 L2978 B9604 F1854 C3908 G0811  
 S3927 Y3854 R7510 C7740 R1477 T2314 R8335 G8609 A1100 J8038  
 O9576 D1248

In an attempt to explain the process of choosing a police officer to an appointment to the rank of detective, the following is the course I felt would be fair and give everyone an equal chance for consideration and appointment.

First I had all interested parties send a resume to my office that included the why and wherefore of their intentions for becoming a detective.

Next all resumes and pertinent information supplied to me were forwarded to sergeants and lieutenants for their review. My cover sheet was with instructions to the above to rate the candidates (numerical from 1 to 5) and then explain the why's and wherefore's of their ratings. This was done by most of the sergeants and lieutenants. All resumes, attachments and ratings were then sent back to me.

I took all the ratings and placed an arbitrary numerical value to each rating, which then became a ranking. The rankings and above were then forwarded to the Detective Division Commander. He then reviewed same and met with me to go over the ranking. He then made his recommendation on who he thought would be the best candidate for the position.

With all this done I informed the Village Board on who I was going to appoint to the position of detective. Effective June 24, PO Jose Ferrao will be appointed to the rank of detective.

Although no system is perfect I believe the above was fair to all. I thank the lieutenants and sergeants for the input. I believe you did your best in your recommendations and they weighed heavily on my decision.

All resumes and rating were shredded as previously discussed.